



# USOR Retirement Benefits

## Background

USOR has a history of offering strong retirement benefits, which includes the [Utah Retirement Systems \(URS\) standard package](#) available to all benefits-eligible employees in the executive branch of Utah state government.

USOR has additional retirement benefits not currently offered by any other executive branch agency, which includes a bonus retirement stipend and health/dental insurance coverage. These additional benefits present a challenge because there are no funds dedicated to cover the costs. In preparation for the transition date of October 1, 2016, DWS has put a great deal of time and effort into analyzing the feasibility of continuing these unfunded benefits.

## Decision

After a thorough budget and financial review by the USOR Transition Team, DWS has decided to continue the additional retirement benefits for employees that retire on or before December 31, 2017.

After that date, USOR employees will continue to be eligible for the same generous [URS retirement benefits package](#) standard to executive branch employees.

## What About Accrued Annual Leave?

The transition to DWS will in no way affect accrued annual leave balances.

## Will Pre-2006 and Pre-2014 Sick Leave Hours Benefits Be Changed?

The transition to DWS will in no way affect standard URS retirement benefit options tied to pre-2006 or pre-2014 accrued sick leave balances, nor will it affect the balances themselves. The current USOR extra option of receiving 25%-50% of sick leave paid out will be available to employees that retire on or before December 31, 2017.

## What About My Years of Service Credits at USOR?

Both USOR and DWS are participating employers in URS, so years of service for retirement will not be affected by the transition to DWS.